

HR Weekly Podcast

03/04/08

Today is March 4, 2008, and welcome to the HR Weekly Podcast from the State Office of Human Resources. This week's topic concerns exciting news from the Government Performance Project's Grading the States 2008 report.

Since 1999, the Pew Center on the States has conducted the Government Performance Project, or GPP. Pew, *Governing* magazine, and a group of academics collaborate on the project to assess the quality of management in state government. To that end, the project looks at how well states manage employees, money, information, and infrastructure. The Grading the States project was completed in 1999, 2001, 2005, and most recently in 2008 with that report being released on March 3.

In the latest report, the fifty state average grade for the People assessment is a C+, with ten states receiving that grade. Seventeen states received grades below the national average and twenty-three states received grades above it. Only four states received an A for the People assessment. Virginia received an A and Georgia, South Carolina, and Washington received an A-.

Describing South Carolina's People performance grade, the 2008 report says: "The Office of Human Resources provides sound human-capital planning, girded by technological tools such as e-recruitment and e-learning..." The report recognized that the South Carolina state government human resources function is strong in its efforts in strategic workforce planning, retaining employees, and managing employee performance. The criteria for the People assessment include looking at the state's practices in five human resources areas: strategic workforce planning, hiring, retaining employees, training and development, and managing employee performance.

The overall performance grades ranged from an A- to a D+, with the average national score being a B-. South Carolina joined eighteen other states in earning a B- overall performance grade.

Thank you for the information that you provided to assist OHR in responding to the GPP survey last summer. And, congratulations for the role you play in making the HR function effective in South Carolina state government.

Please go to www.governing.com or www.pewcenteronthestates.org to see more details about the GPP's Grading the States 2008 report. If you have any questions, please call your HR Consultant at 737-0900.

Thank you.